

To: State Board of Education

From: Rebecca Estes, Director Leadership and Innovation
Robin LeClaire, Chief Academic Officer

Date: March 30, 2020

Subject: Career Ladder Disbursement Recommendation

During the 2019 legislative session, provisions were made for a Career Ladder program for local education agencies (LEAs) to develop teacher leadership opportunities for staff. The Indiana Department of Education (IDOE) created an application, rubric, and timeline for LEAs to request funding. The selection committee, which consisted of four IDOE staff, one state board member, and one state board staff member, evaluated applications and determined that the 18 eligible LEAs who applied would qualify for the requested funds.

The amount budgeted for Career Ladders from the Indiana General Assembly is 3.5 million dollars. The 18 LEAs requested, in total, \$3,146,480. The committee unanimously agreed to use the excess dollars, \$353,520.00, to create 12 mini-grants intended for planning a Career Ladder program within districts who did not apply for the grant in order to encourage additional LEAs to develop opportunities for advancement for the teachers in their districts. IDOE created the application and rubric for the mini-grants which were due on March 2, 2020.

15 LEAs requested, in total, \$1,574,120.50 through the mini-grant application. Using the application and rubric, the committee decided on the following recommendation for allocation of funds through a competitive process.

School	Requested	Awarded
Michigan City Area Schools	182,017.50	182,017.50
Nettle Creek School Corporation	92,400	92,400
Manchester Community Schools	80,000	79,102.50

Questions can be directed Robin LeClaire, rleclaire@doe.in.gov.

CC: Kelly Wittman
Melissa Blossom
Risa Regnier

115 W. Washington Street ■ South Tower, Suite 600 ■ Indianapolis, Indiana 46204

317.232.6610 ■ www.doe.in.gov



Dr. Jennifer McCormick
Superintendent of Public Instruction

DEPARTMENT OF EDUCATION

Working Together for Student Success

Tim Schultz
Andy Bernlohr
Chad Ranney
Holly Stachler